

CORRECTED COPY

DEPARTMENT OF THE ARMY
Headquarters, California Army National Guard
Sacramento, CA 95826-9101
10 February 1995

CAL ARNGR 350-6
C1

Training
PHYSICAL FITNESS TRAINING AND TESTING

Justification. This change provides supplemental guidance not contained in the basic regulation.

Expiration. This change expires two years from the date of publication unless sooner rescinded.

1. CAL ARNGR 350-6, 20 January 1995, is changed as follows:

Page 4, add the following to paragraph 5a:

(3) Mandatory Physical Conditioning Training (PCT) will be conducted for personnel failing the APFT Diagnostic and Record tests, and all personnel on the weight control program (unless prohibited by physical profile). This training will be conducted at least once during each IDT MUTA, at the unit training site or at an approved consolidated unit location only.

(4) Physical Conditioning Training may be scheduled for an entire unit at the commander's discretion. However, PCT must be conducted at the unit training site or an official location.

(5) Commander's may authorize optional individual participation for soldiers who pass the APFT; however, such participation is at the commander's discretion and must be in conjunction with the scheduled mandatory PCT.

(6) During Annual Training, unit commanders will schedule and conduct daily PCT consistent with mission, training requirements and conditions.

10 February 1995

CAL ARNGR 350-6
C-1

2. File this change in front of the publication for reference purposes.

(CAMP)

BY ORDER OF THE GOVERNOR:



TANDY K. BOZEMAN
Major General
The Adjutant General

RICHARD BEPPEARDSLEY
COL, GS, ARNG
Director of Information
Management

DISTRIBUTION:

A

CORRECTED COPY

DEPARTMENT OF THE ARMY
Headquarters, California Army National Guard
Sacramento, CA 95826-9101
20 January 1995

CAL ARNG Regulation 350-6

Training
PHYSICAL FITNESS TRAINING AND TESTING

1. **PURPOSE.** This regulation establishes California Army National Guard policies, objectives and responsibilities for both soldier and unit Physical Fitness programs.

2. **SCOPE.** This regulation complements AR 350-41 and FM 21-20 to provide guidance to commanders and others on physical fitness training and testing. These publications, taken together address the majority of considerations necessary to implement a successful physical fitness training and testing program to include the development of individual physical fitness programs for soldiers.

3. **OBJECTIVE.** The objective of the Army Physical Fitness Program is to ensure that all members of the California Army National Guard attain and maintain a state of physical conditioning required to conduct combat and other operations in accordance with assigned missions.

4. **POLICY.** a. The physical fitness of soldiers is an important measure of overall readiness. In that context, every soldier is personally responsible for his or her own fitness and is required to pass the Army Physical Fitness Test (APFT) in accordance with FM 21-20 and this regulation.

b. The APFT will be accomplished during the months of April (record test) and October (diagnostic) for all CAL ARNG soldiers. For personnel in an AGR status, both of these designated months will be used for the record test.

c. Soldiers who fail a record APFT will be flagged in accordance with AR 600-8-2 and must take a record APFT within 6 months after the last record APFT failure, or within 90 days if in AGR

20 January 1995

status. Soldiers without a valid medical profile (or medical excuse) who do not complete the APFT within 60 days after the normal testing period will be flagged. There are a variety of legitimate reasons why soldiers may not be able to test during the normal testing months with the assigned unit; however, it is the soldier's responsibility to arrange for make up testing if they are unable to test. A list of common valid reasons for not taking the APFT during the scheduled testing months is contained at Appendix A. The commander will forward DA Form 268, Report to Suspend Favorable Personnel Actions, to this headquarters ATTN: CAMP-SIB not later than 30 days after completion of the mandatory testing or upon the failure of the soldier to retest (after a valid excuse) within 60 days after the testing period.

d. Failure of a record APFT retest is normally cause for separation and/or a bar to reenlistment from the CAL ARNG in accordance with AR 135-178 for enlisted soldiers or AR 135-175 for officers. Refer to Appendix B for specific guidance. Commanders are authorized to use their discretion before initiating separation procedures for personnel failing their record APFT retest. If it has been determined that the soldier has made significant progress during the prior six month period and there is a probability for success (passing the APFT) within 90 days, the separation action may be deferred. This authority is only for commanders and may not be delegated. Commanders would be authorized to administer an additional record APFT during the 90 day window following failure of the retest. If the soldier passes this retest it would be credited as a record APFT pass and separation action would cease. It is to be emphasized that this decision entirely rests with the commander and is not a blanket authority to authorize additional record retests. The commander must utilize his/her best judgement and review the soldier's progress before rendering this decision. A commander is not obligated to utilize this authority merely because a soldier may request additional time or ask for another retest.

e. Soldiers may not attend a military school when they are not capable of passing the APFT (unless they are in possession of a permanent profile). Commanders must verify the soldier's ability to meet this requirement at least 30 days prior to the school's start date. Additionally, soldiers attending any school, whether active or reserve component must report to the school with a copy of their DA Form 705, IAW paragraph 2-8

TRADOC Regulation 135-3 and NGB message dated 2 Oct 92, Subject: APFT Policy for Reserve Component Professional Development Courses (OES/NCOES). Personnel with permanent physical profiles must be in possession of DD Form 3349 and provide a copy to the school upon request.

f. Commanders are required to establish Physical Fitness Training Programs in accordance with this regulation and FM 21-20.

g. Each unit is required to have an assigned and trained Master Fitness Trainer (MFT) and Exercise Leader (EL). These soldiers will be used to provide the technical expertise and to assist the commander with the planning and conduct of the unit's physical fitness training and testing program. Commanders will identify and request appropriate school training for selected individuals. The MFT and EL will normally be the primary individuals administering the APFT within a unit. Under normal circumstances, the test should be administered by the MFT utilizing a mix of full time unit personnel and traditional (M-day) soldiers. The testing of full time personnel (AGR, technician etc) separately from the normal unit test is specifically prohibited with the exception of personnel who have been previously identified and will be assisting with the administration of the test. Other testing scenarios involving separate tests for "special" categories of personnel (senior officers, profiles, etc.) are prohibited unless prior approval is obtained from this headquarters (CAMP-MSB).

h. Reports indicating diagnostic and record APFT results are required from each unit within 30 days after completion of the test. Senior commands may submit a consolidated report. Refer to Appendix C for reporting guidance. Reports will be forwarded to this headquarters, ATTN: CAMP-MSB.

5. IMPLEMENTING INSTRUCTIONS.

a. Physical Fitness Training.

(1) Commanders will schedule and conduct physical fitness training in accordance with FM 21-20. Scheduled physical fitness training may be adjusted as outlined in FM 21-20 when such training interferes with the tactical mission such as an interferences with the tactical mission such as an ARTEP or EXTEV.

(2) Commanders will provide soldiers who do not pass the APFT and those soldiers who request it with an individual physical fitness training program as outlined in Chapters 2-4, FM 21-20 and Appendix B of this regulation. These individual programs will include exercises which the soldier can complete at home to achieve and maintain physical conditioning standards. The use of the MFT in the development of individual programs is essential.

b. Beginning an Exercise Program.

(1) Commanders must make soldiers aware of certain risk factors to evaluate prior to participation in a physical fitness training program. Any soldier who has two or the following characteristics should consult a physician before beginning a training program. Soldiers who choose to consult a private physician must do so at their own expense:

(a) Hypertension (blood pressure above 140/90).

(b) Family history of heart disease (one parent with heart disease).

(c) Excessive smoking.

(d) High fat levels in the blood.

(e) Diabetes.

(f) Obesity (more than 30 percent overweight).

(2) Personnel with disease of the arteries, a history of heart attacks or any other serious medical problem, should not begin an exercise program unless approved by a medical doctor. Personnel found to have limiting medical factors will be prohibited from participating in any exercise program until receiving proper medical clearance. (Military or civilian doctor clearances are acceptable).

(3) Commanders will obtain profile documentation prior to beginning any exercise program for an injured or ill soldier. Soldiers are required to provide documents from a civilian or military doctor attesting to a temporary profile, its

limitations and expected duration. Permanent profiles cannot be obtained without a military medical evaluation. Temporary profiles issued by a civilian physician must be referred to proper military medical personnel for evaluation. These documents should be presented to the commander during the first training assembly following the injury or disease; but in all cases NLT 30 days after the training assembly.

(4) Soldiers with permanent profiles, who are unable to participate in an alternate Army Physical Fitness Test (APFT) events may be referred to this Headquarters, ATTN: CAMP-MSB for medical evaluation.

c. Testing.

(1) Physical fitness testing may be conducted in either an Annual Training (AT) or Inactive Duty Training (IDT) status. Commanders will advise all personnel that medical treatment for any previous health conditions which manifest themselves during testing may not be paid for by the government. In the event an accident, injury, or other health related problem occurs during testing, a Line of Duty Investigation will be conducted.

(2) When scheduled testing in April or October substantially interferes with the accomplishment of the training mission, an exception to policy may be requested through command channels to this Headquarters, ATTN: CAMP-MSB. The request must fully justify the change and identify the alternate dates for the APFT. Requests must be received in CAMP-SB NLT sixty days prior to the mandatory April or October test dates. Submission of a request does not constitute approval.

(4) Record retests and diagnostic tests may be accomplished on a year round basis.

(5) AGR members test scores for both tests, April and October, will be used for record. AGR soldiers who fail a Record APFT, must be retested within 90 days. Failure on the retest will be a cause for separation IAW NGR 600-5 and Appendix B of this regulation (refer to para 4C for exceptions).

(6) Soldiers who fail Phase I or II of the Cardiovascular Screen (CVC) (Over 40 testing) will not participate in the

unit's physical fitness training program until medically cleared. Personnel over age 40 who have not been medically screened will not be exempted from the APFT for this reason.

(7) Personnel with profiles which preclude push-ups and sit-ups will participate in one of the alternate cardiovascular tests unless prohibited in writing by a physician. Alternate testing is outlined in FM 21-20. The two-mile run or alternate aerobic event must be taken if the APFT is for record. The alternate aerobic test is primarily designed for soldiers with a permanent profile. However, soldiers with a temporary profile may take alternate tests as determined by the commander and medical personnel. Soldiers must be given three months to prepare for alternate tests from either the ending date of their profile or the date recommended by medical personnel.

(8) Commanders must use common sense in determining that temperatures and/or other environmental conditions support the safe conduct of the APFT.

(9) It is recommended that the test be conducted on appropriate surface as specified in Chapter 11, FM 21-20.

(10) Results of the APFT will be recorded on DA Form 705, Army Physical Fitness Test Score Card. The DA Form 705 for each soldier will be maintained in a file in the unit. The score card will accompany the Military Personnel Records Jacket (MPRJ) when a soldier is transferred to another unit, or when a promotion or reenlistment is requested.

(11) Soldiers who score 270 points or higher will be presented a Certificate of Achievement (CAL ARNG Form 350-15, a locally reproducible form at Appendix D). Soldiers who score 290 points or higher will be presented the Physical Fitness Badge plus Certificate of Meritorious Service. Scores above 300 points should be calculated in accordance with FM 21-20. Commanders should also recognize those soldiers who make significant improvements in their APFT scores.

d. Clothing.

(1) The uniform for physical training and testing shall be prescribed by the commander and will be appropriate to weather conditions and type of activity.

(2) In accordance with AR 350-15 female soldiers will not be required to wear the undershirt as an outer garment or to remove the BDU shirt during physical fitness training or APFT.

(3) The commander may authorize the wear of individually purchased athletic clothing for physical training and testing but will not require the purchase of a particular color or model.

(4) Athletic or running shoes are highly recommended for physical training and testing except as follows:

(a) The commander may authorize the use of combat boots when conditions such as mud or snow exist or the unit is deployed in a field exercise.

(b) The use of combat boots in lieu of athletic shoes is an individual option.

6. SAFETY.

a. FM 21-20 provides guidance for preventing injuries during physical fitness. Trainers will be alert to signs and symptoms indicating that a soldier's endurance limits have been reached or exceeded, or a serious medical condition exists. These signs and symptoms may include, but are not limited to the following:

(1) Sudden decline in ability to meet previously attained levels of performance.

(2) Excessive shortness of breath, gasping, choking, or other difficulty in breathing.

(3) Light - headedness, faintness, or actual loss of consciousness.

(4) Nausea or vomiting.

(5) Irregularities in heart beat or palpitations of the heart.

(6) Chest discomfort, including pain, tightness, pressure, constriction, or a feeling of smothering. (Not all chest pains are symptomatic of danger. Those that increase with exercise, however, generally are).

(7) Cessation of perspiration, hot, dry skin, confusion or unconsciousness.

(8) Muscle cramps during exercise.

(9) Poor gait, limping, strains, and sprains of feet and legs.

(10) Muscle joint pain.

b. If a trainer detects any of the signs or symptoms previously identified, exercises will be stopped and the soldier immediately referred for medical evaluation. Conditions listed, (5) through (8) are symptoms of cardiovascular injury, heat stroke or severe respiratory difficulty and should be considered major medical emergencies.

c. Training intensity should be increased slowly so that the body can adapt to previous training. Care must be taken to avoid over-training which can bring on stress fractures, tendonitis, blisters, and muscle soreness. This can result in the loss of training time. Training should begin with appropriate warm-up stretching and conclude with proper cool-down and stretching.

d. Environmental considerations, particularly weather and altitude, are essential in planning programs. Proper modification to the uniform or changes in exercise activity should be made during conditions of extreme cold or heat. Active encouragement of fluid intake is extremely important in preventing heat injuries. Fluid restrictions during intense exercise in hot conditions increase the likelihood of serious injuries. Water intake will be encouraged before, during, and after exercise.

e. In accordance with AR 350-15, paragraph 13, if a soldier fails to meet the physical fitness standards in FM 21-20, the unit commander will remove the soldier from parachute, diving, or flight crew status, if in the judgement of the unit commander, such action is necessary to assure the safety of the soldier or other unit members.

APPENDIX A

Categories that may preclude taking the APFT as scheduled:

SUTA (should not normally be granted during APFT test month)

PROFILE

SICK/ILL (soldier should be sent home, non pay status)

ATTENDING TRAINING/SCHOOL

MEDICAL EXCUSE FROM PRIVATE PHYSICIAN

PREGNANT

LOD/INACAPACITATION PAY STATUS (Soldier may not drill)

FAILED OVER 40 SCREENING

PENDING MEDICAL BOARD (ACTION SUBMITTED)

FAMILY EMERGENCY

APPENDIX B

COMMANDER GUIDANCE ON PROCEDURES FOR SOLDIER FAILURE OF THE
ARMY PHYSICAL FITNESS TEST

B-1. References.

- a. AR 350-15, The Army Physical Fitness Program.
- b. AR 135-175, Separation of Officers.
- c. AR 135-178, Enlisted Separations.
- d. NGR 635-100, Personnel Separation, Termination of Appointment and Withdrawal of Federal Recognition.
- e. NGR (AR) 600-5, The Active Guard/Reserve (AGR) Program.

B-2 This Appendix provides commanders with guidance on the administrative actions to be taken for personnel who fail to achieve a passing score on successive record Army Physical Fitness Tests (APFT).

B-3 . If an individual fails a record APFT, the commander will take the following steps:

- a. Record the individual's APFT score on the DA Form 705.
- b. Complete and submit a DA Form 268 Report of Suspension of Favorable Personnel Actions to CAMP-SIB.
- c. Counsel the individual as to the following:
 - (1) Individual is required to pass a record APT within 6 months after the last record APT failure, or within 90 days if the individual is AGR.
 - (2) A DA Form 268 flagging action has been initiated due to failure on a record APFT. The flag precludes the individual from promotion, and the soldier is barred from reenlistment or extension of an existing enlistment. The flag is transferable and will follow the individual in the event of transfer or reassignment.

APPENDIX B (continued)

(3) The commander has authority to defer the discharge of soldiers who in some cases have been processed for separation because they failed the APFT by a few seconds on the run or a couple of push ups or sit ups. A review of their progress will be made to determine if there is sufficient merit to grant an additional training period before separation action is initiated.

(4) For enlisted members, failure on the retest for record will be considered unsatisfactory performance under Chapter 6, AR 135-178 Enlisted Separations, and action to separate the soldier will be initiated.

(5) For officers, failure on the retest for record will be considered as substandard performance of duty and the officer will be subject to elimination under Paragraph 2-11, AR 135-175.

(6) The individual is to work with the unit's Master Fitness Trainer, Exercise Leader or Unit Commander, to create and follow a specific program of physical fitness training designed to increase the individual's physical conditioning.

d. Maintain a signed record of the initial counseling meeting and provide the individual with the notification of APFT results, requirements, and administrative actions (see Appendix B-1).

e. Review, with the individual and the unit's Master Fitness Trainer, the individual's activities and progress each month and prior to administration of the record APFT retest. Maintain a written record of these reviews (see Appendix B-2).

f. Administer the record APFT retest within prescribed time frames, record the results on DA Form 705 and:

(1) For individuals who pass the record APFT retest, remove flagging action on DA Form 268.

(2) For enlisted members who fail the retest, initiate separations under the provisions and procedures of Chapter 6, AR 135-178, except where the provisions of para 5 below apply.

(3) For officer personnel who fail the retest, initiate separations under the provisions and procedures of Chapter 2, AR 135-178, except where the provisions of para 5 below apply.

B-4. Commander's are authorized to use their discretion before initiating separation procedures for personnel failing their record APFT retest. If it is determined that the soldier has made significant progress during the prior six month period and there is a probability for success (passing the APFT) within 90 days, the separation action may be deferred. Commander's would be authorized to administer an additional record APFT during the 90 day window following failure of the retest. If the soldier passes this retest it would be credited as a record APFT pass and separation action would cease. It is to be emphasized that this decision entirely rests with the commander and is not a blanket authority to authorize additional record retests, The commander must utilize his/her best judgement and review the soldier's progress before rendering this decision. A commander is not obligated to utilize this authority merely because a soldier may request additional time or ask for another retest.

B-5. Commanders must be proactive to ensure compliance with the requirements of this policy and the physical fitness goals and regulations. A flow chart, Appendix B-3, outlines the required actions by unit commanders, in administering the Army Physical Fitness Program.

APPENDIX B-1

MEMORANDUM FOR

SUBJECT: Notification of APFT Results, Requirements and Administrative Actions

B-1. This memorandum will advise you of the physical fitness requirements of AR 350-15 and CAL ARNGR 350-6. As your Commander, I am committed to achieving and maintaining a unit whose members are fully ready to meet assigned missions. Your failure to pass a record Army Physical Fitness Test (APFT) is evidence of unsatisfactory performance in an area which is vitally important to readiness. The following information will outline your responsibilities and the consequences associated with substandard performance on the APFT.

B-2. On _____ (date) _____, you completed a record APFT. Your performance and scores were recorded as follows:

Event Performance Point Score

Push-ups

Sit-ups

2-mile run

* _____ (Alternate aerobic event - specify)

Final APFT Score:

A minimum score of 60 points in each event and an overall APFT Score of 180 points are required to pass the APFT. The standards of the APFT are fair and objective measures of your physical fitness. I am committed to helping you achieve those standards, however, you are responsible for the effort and discipline, necessary for you to improve your physical conditioning and pass the APFT.

B-3. A DA Form 268, Report to Suspend Favorable Personnel Actions, has been initiated to document your failure to pass a record APFT. A copy of the DA 268 is attached for your files. The DA 268 is a flag indicating that you are barred from promotion, reenlistment, or extension of your current enlistment. The flag for APFT failure is transferable to other units or assignments and will only be removed when you pass a record APFT.

B-4. The following are your responsibilities as you seek to attain the APFT standards:

a. You will meet within 30 days, or during the next drill, with our unit's Master Fitness Trainer, Exercise Leader, or me to develop a specific, personal program of physical training. This program will be based on your current physical and medical condition and will emphasize safety in your approach to conditioning. You are to bring relevant information about your physical and medical condition to the meeting with the Master Fitness Trainer so that it may be incorporated in your personal program. Enclosure one to this DA Form 705, will be used to record the reviews and your progress.

b. You are required to participate in all diagnostic APFT which this unit may conduct prior to being retested for a record APFT.

c. You are required to pass, a record APFT within six months of the date of the initial APFT recorded in Paragraph 2 above or within ninety (90) days, if you are AGR.

B-5. In the event that you are unable to pass the APFT on a retest, I will initiate separation actions under the provisions of Chapter 6, Unsatisfactory Performance, of AR 135-178 for enlisted members or under Paragraph 2-11, Substandard Performance of Duty, of AR 135-175 for officers. This consequence underscores the importance of physical fitness and our resolve to treat fitness standards seriously.

(Signature Block)

Enclosures as

CERTIFICATION:

I certify that I understand my personal responsibilities and the requirements to meet physical fitness standards of the APFT. I further understand the provisions and consequences of CAL ARNGR 350-6 and have received a copy of this memorandum, with enclosures.

Signature: _____ Date: _____

APPENDIX B-2

(Unit Heading)

(Soldier name)

Record of Actions and Progress Since Failure of Record APFT

Date	Action	Comments, MFT/EL/Cdr
(Date of failure)	Record APFT Failure	
	Review of program	

This form should be posted at least monthly to indicate the current status of the soldier; DA Form 705 may be used in conjunction with this record.

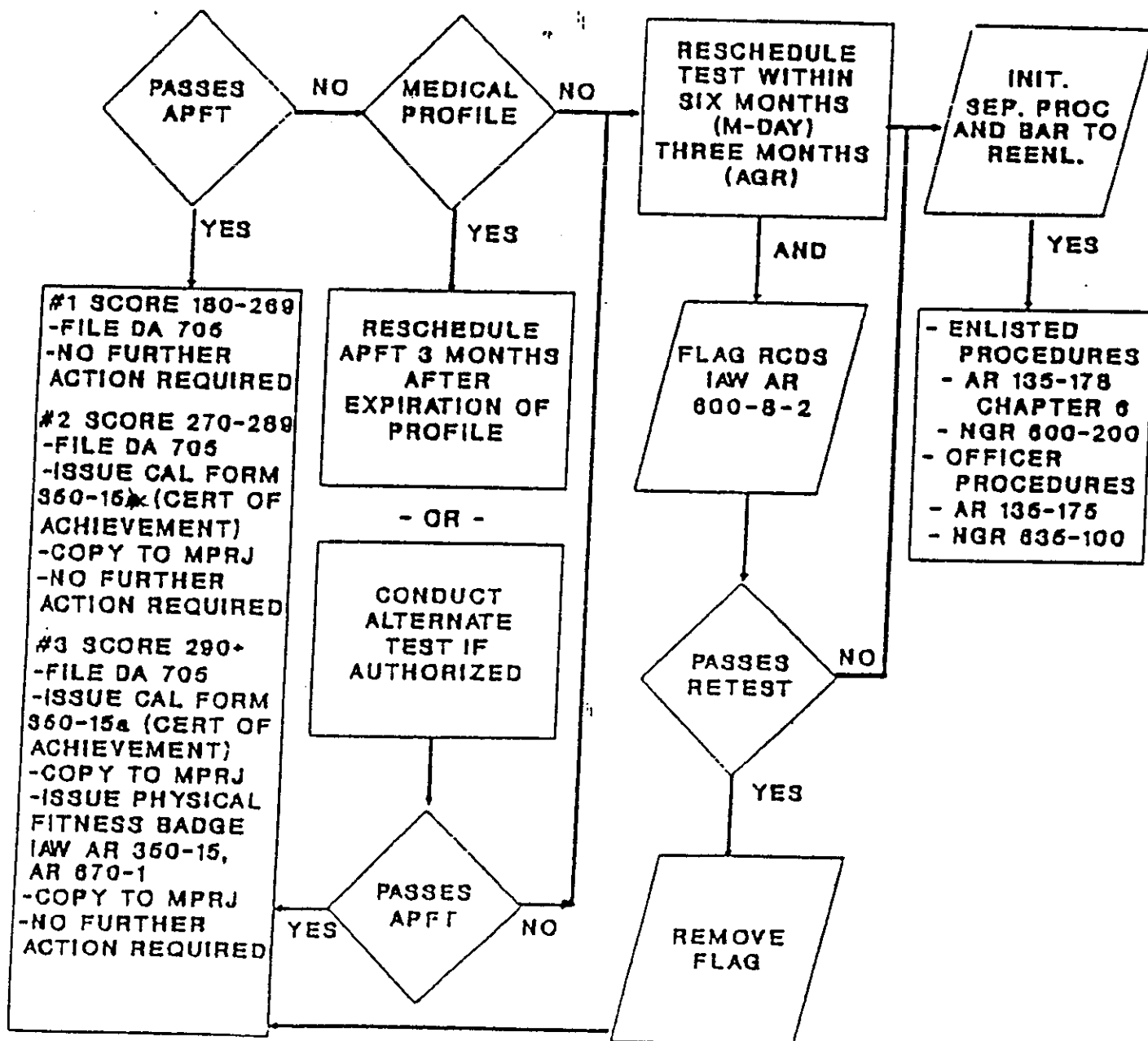


Figure 1. Flow process guide for screening and APFT actions (applies to all personnel; officers, warrant officers, enlisted)

APPENDIX C

SAMPLE →

	A	B	C	D	E	F	G	H	I	J
1		Asg	# Not	% Not	#	%	#	%	#	%
2	Unit	Strg	Tested	Tested	Tested	Tested	Pass	Pass	Fail	Fail
3	HQ (-) STARC	250	50	20	200	80	150	75	50	25
4	Det 1 (USPFO)	↑	↑	↑	↑	↑	↑	↑	↑	↑
5	Det 2 (CSLO)									
6	Det 3 (AFRC)									
7	Det 5 (R&R)									
8	Det 6 (SSS)									
9	Det 7 (CMA)									
10	69th PAD									
11	170th MP Det									
12	1106th AVCRAD									
13	CP RBTS INST									
14	CP RBTS RTSM									
15	1401 ENG DET									
16	****TOTAL****									
17										
18	Troop Cmd Det 4									
19	40th Finance Co									
20	40th PSC -D									
21	49th PSC-B									
22	59th Army Band									
23	159th Army Band									
24	****TOTAL****									
25										
26	HHC (-) 579th Eng									
27	Det 1 HHC 579th									
28	Co A 579th Eng									
29	Co B 579th Eng									
30	Co C (-) 579th Eng									
31	Det 1 Co C 579th									
32	Co D (-) 579th Eng									
33	Det 1 Co D 579th									
34	112th Eng Co									
35	**** TOTAL ****									
36										
37	HHC 3/140th Avn									
38	Co G 140th Avn									
39	**** TOTAL ****									
40										
41	HHSC 223rd MI Bn									
42	Co A 223rd MI Bn									
43	**** TOTAL ****									
44	Troop Cmd Tot									
45										

ASSIGNED STRENGTH →

NUMBER OF SOLDIERS NOT TESTED →

% NOT TESTED (C ÷ B) →

NUMBER OF SOLDIERS TESTED (B-C) →

% TESTED (E ÷ B) →

NUMBER PASSED APFT →

% PASSED APFT (G ÷ E) →

NUMBER FAILED APFT →

% FAILED APFT (I ÷ E) →

Certificate of Achievement for Outstanding Physical Fitness



Presented to

Presented in recognition of outstanding achievement of physical fitness as evidenced by a score of _____ (300 = maximum possible score) on the Army Physical Fitness Test (APFT).

Date: _____

Commander

20 January 1995

CAL ARNGR 350-6

(CAMP)

BY ORDER OF THE GOVERNOR:

OFFICIAL:

TANDY K. BOZEMAN
Major General
The Adjutant General

